



## Securing the future workforce

**McLaren are aware and keen to address the construction skills shortage and promote the wider UK economy through supporting the training and development of local construction trades and creating long-term employment opportunities.**

Adam served in the Royal Marines for 8 years, joining when he was 19 years old. Adam was at college completing a public services course after attending a Royal Marines recruitment day. He then decided this was where his career path was to follow.

During his time in the marines, Adam served in a fighting unit at 42 commando based in Plymouth. Deploying on various exercises around the world after two years at 42 commando, he specialised as a landing craft coxswain. After two deployments with HMS Bulwark he progressed to a training role teaching new landing craft candidates. During this time he was also promoted to Lance Corporal

### The Challenge:

Adam's time in the marines came to an end as he required a more stable home life. This led Adam to seek a career change to join the construction industry.

Adam stated "A career in construction management seemed like a natural progression from the regimented and structured culture of the military. Following my work experience placement with McLaren, it confirmed that not only was I a suitable candidate, but that the job was more than suitable for me."

"Adam is a perfect example of how CTP can work closely with Industry to prepare service leavers for employment.

Adam approached me for assistance in seeking a Construction Site Management Work Placement with McLaren group at Brentonside. New to the construction industry, he brought many diverse skills from his career in the Royal Marines. Working with his CTP Employer Relationship Manager, Jo Lucas, he approached Jackie to request assistance and, following a successful work placement in May, McLaren saw his potential and offered him a position as an Assistant Construction Manager starting in September.

This was the perfect use of a Civilian Work Placement, allowing McLaren to witness first hand the transferable skills that Adam could bring to the sector, whilst being assured that he was fully indemnified by the MoD as he was still serving. Whilst an offer of employment is never guaranteed, in this instance McLaren were good enough to take him on and help him with his transition into the Construction Industry."

**Jo Lucas, Employer Relationship Manager**



## Case Study



## The Response:

We recognise the need to develop, attract and retain the best colleagues and providing opportunities for all to enter the industry. Jackie Kelly, CSR officer at Drake Circus Leisure contacted the Careers Transition Partnership and met with Jo Lucas. From this meeting Adam Newman emailed asking for a work experience placement prior to him leaving the Royal Marines.

“Our Building Plymouth partnership is working hard at raising awareness about the breadth of career opportunities available in construction and the built environment, and as a military city we particularly recognise the skills and qualities that military service leavers can bring to our industry. I am delighted that Adam has secured employment with McLaren as a trainee site manager and we hope that inspires other career changers to consider construction as a career of choice.”

**Emma Hewitt, Building Plymouth Skills Co-ordinator**

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## The Results:

We are pleased to now have Adam on site working towards his HNC in Construction and the Built Environment at City College Plymouth. Adam is enjoying his time and the experience he is gaining.

“The construction industry is currently experiencing a skills shortage with limited supply of suitable candidates. McLaren Construction are trying to bridge this skills gap with several initiatives such as working with ex-military personnel. McLaren believe that Adam will bring qualities and characteristics of leadership, determination, teamwork, focus, diligence and dedication that are synonymous with the armed forces. We are therefore optimistic about Adam’s transition into our industry and will support him all the way.”

**Stuart Goss, Operations Director, McLaren**

“British Land is particularly pleased to see the work being done by McLaren to engage an ex-services member on the Bretonside development. This is part of a wider programme of activities we are undertaking to employ and support local people into employment at our Bretonside and Drake Circus sites.”

**David Pollock, Head of Major Retail Development**

**Employment  
and support  
for local  
people**

## Transferrable solution:

The value of work experience and subsequent employment is immeasurable with outcomes that lead to career changes, apprenticeships and employment opportunities into the construction industry. Giving someone the chance to see the breadth and depth of career options within construction is vital to securing the future workforce.